

ARTICLE 1 RECOGNITION

As reflected in the National Labor Relations Board Case 01-RC-303677, the University recognizes the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), and its Local Union __, Worcester Polytechnic Institute Graduate Workers Union (WPI-GWU), as the sole and exclusive bargaining representative for the purpose of collective bargaining over wages, hours and other terms and conditions of employment for employees in the bargaining unit. The bargaining unit shall include:

All graduate students enrolled at Worcester Polytechnic Institute who are employed to provide instructional services, research services or administrative services in academic departments. These include Teaching Assistants (such as teaching assistants, PLAs, GLAs, readers, tutors, and graders), all Graduate Assistants and all graduate Research Assistants (regardless of funding sources) employed by the Employer.

Excluded: All undergraduate students; graduate students not employed by the Employer, graduate students who are employed outside of academic departments (e.g. Physical Education, Recreate & Athletics), non-graduate student office clericals, managers, guards and supervisors as defined in the Act.